DOCUMENT RESUME

ED 257 814 SP 026 156

AUTHOR Henderson, David L.; And Others
TITLE Teacher Moonlighting and Attrition in Texas.
PUB DATE [84]
NOTE 13p.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Elementary Secondary Education; *Faculty Mobility; *Multiple Employment; *Public School Teachers; Teacher Attitudes; *Teacher Salaries; Teacher Shortage; *Teaching (Occupation)
IDENTIFIERS *Texas

ABSTRACT

A report is given on the third in a series of biannual surveys of Texas public school teachers. A comparison is made between findings in 1984 and data collected in 1980 and 1982 from a sample of 500 teachers. Findings indicate that more than a fourth of Texas teachers moonlight during the academic year. Nearly 40 percent of the respondents were seriously considering leaving the profession. While salaries have increased since 1980, they are still insufficient and it is predicted that there will be a severe teacher shortage in the future. Major findings from the three surveys are presented in a table and the questionnaire is appended. (JD)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED257814

Teacher Moonlighting and Attrition in Texas

David L. Henderson

Cleborne D. Maddux

Karen L. Henderson

SP026156

U.S. DEPARTMENT OF EDUCATION
NATIONAL INSTITUTE OF EDUCATION
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

✓ This document has been reproduced as received from the person or organization originating it.
Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official NIE position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

D.L. Henderson

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

David L. Henderson is an Associate Professor in the Division of Teacher Education at Sam Houston State University. He has an Ed.D. from Texas Tech University, M.Ed. and B.A. from West Texas State University. Dr. Henderson's teaching responsibilities include Educational Research, Computer Literacy, Educational Measurement, Teaching Methods, and Supervision of Student Teachers.

Cleborne D. Maddux is an Associate Professor at Texas Tech University in the Special Education Department. He has a Ph.D. and B.A. from the University of Arizona and a M.Ed. from Arizona State University. His teaching responsibilities include Special Education and Computers in Education.

Karen L. Henderson is a Lecturer in the Department of Mathematics and Information Sciences at Sam Houston State University. She has a M.Ed. from Sam Houston State University and a B.S. from West Texas State University. Her teaching includes Computer Literacy, College Algebra, Calculus, and Individualized Algebra Lab.

TEACHER MOONLIGHTING AND ATTRITION IN TEXAS

Abstract

As a continuation of studies in 1980 and 1982, 500 teachers were selected by a systematic sample from a population of 100,000 teachers who were members of the Texas State Teachers Association in 1984. The average Texas teacher is a female 41 years of age with 14 years of teaching experience; makes $20,259; is married; has a working spouse; has a BS degree; is not the major bread winner in the family; teaches in an urban district; and teaches elementary school.

Approximately 40% of the teachers indicated that they were seriously considering leaving the teaching profession. Twenty-six percent of the teachers moonlight during the school year.

Teacher Moonlighting and Attrition in Texas

This is the third in a series of biannual surveys of Texas public school teachers. Data was collected in 1980 (Maddux, Henderson, and Darby, 1981) and 1982 (Henderson, Darby, and Maddux, 1982) to form a data base of information related to characteristics of Texas teachers.

The original study grew out of a subjective observation that Texas teachers were suffering economic hardship. These financial problems were forcing many teachers to "moonlight" and were causing morale problems. Figure 1 is the questionnaire used to gather the data.

---

insert Figure 1 about here

The sample of Texas teachers was selected each year using a computerized systematic sample from a population of 100,000 members of the Texas State Teachers Association. The 1980 questionnaires were mailed in May of 1980 to 416 teachers with returns by 291 respondents (70%). The average Texas teacher in the sample was a female who was 38.6 years of age, had 11.8 years of teaching experience, and earned $14,113 per year. In order to earn an extra $2799 income, 22% held moonlighting jobs

during the school year. Almost 39% of those surveyed reported that they were seriously considering leaving teaching. About 75% of the teachers were married with 70% of their spouses working. Approximately two of three teachers had the B.A. degree. Of special significance was the fact that male teachers were scarce (only 20%) and about one-half of these were considering leaving the profession.

When the survey was repeated in 1982, the results were similar. Questionnaires were mailed to 451 teachers and were returned by 319 teachers (65%). The average salary of these respondents was now $17,351 per year. Most of the characteristics were similar except there was a 6.8% increase in the numbers of teachers moonlighting.

The depressing economic picture for Texas teachers uncovered in the 1980 study was unchanged. More than one in three teachers were seriously considering leaving teaching and salary was the major reason. Nearly 30% were moonlighting in order to supplement their salaries. The teachers' salaries were only about 62% of the intermediate family budget as published by the U.S. Department of Labor.

The questionnaires were mailed to a sample of 474 TSTA members in 1984 with 332 returned (70%). Table 1 presents the major findings from the three biannual surveys.

---

insert Table 1 about here

A nation-wide study (Rosenfield, 1979) of multiple jobholding in 1978 showed that only 4.8% of all employed workers held more than one job. By contrast, 26.2% of Texas teachers held second jobs according to the 1984 study. The average salary was $20,259 which represents a 16.8% increase over the 1982 figure and 82% of the national 1983 median family income of $24,580 (U.S. Census Bureau). There appears to be an increase in the commitment by the state for teachers' salaries.

It appears that most moonlighting teachers perform their second job for very low pay since the average amount earned moonlighting was $3615 per year by working an average of 14.4 hours per week. This amounts to $6.97 per hour.

The percentage of respondents who are seriously considering leaving teaching has risen to the highest mark in the three studies (39.4%). These 132 individuals listed a total of 138 comments as reasons for considering leaving. Forty-one percent of these were financial. This figure was 50% in the 1982 survey, a decrease of nine percent. The second most frequent reason given was working conditions including stress, burnout, paperwork, and other hassles. This category increased from 24%

in 1982 to 31% in the 1984 study.

Many teachers included lenghty messages to the researchers. Here are representative samples:

"Historically, low teaching salaries were supplemented with respect. It may be that modern society tends to equate respect with status, and status with salary. No salary, no status, no respect."

"We tried to adopt children through a regular agency but were turned down because my salary was too low."

"My teaching job consists of late nights, second jobs, working weekends, and graduate school all summer."

"I have quit teaching and moved to industry after 21 years in the classroom. For the first time, I have no debts, a savings account, full medical coverage, a new car, cash to spend, and a cost-of-living raise."

Only 14.8% of the respondents were male versus the 19.7% who were male in 1982. This decrease in the percentage of males was consistent with the prediction made after the 1982 survey (Henderson, Darby, and Maddux, 1982) that male teachers and single teachers were in a particularly disadvantageous position and would be more likely to leave teaching than females. There are serious implications because many psychologists believe that a male teacher image in the elementary school is important to young boys. In Texas only six

percent of males are teachers in the elementary schools while the national average is three times larger.

A further breakdown of selected questions by sex of the respondent may help explain the increased dissatisfaction of males compared to females in the study. Because 65.3% of males are the major breadwinners compared to 35% of females, it is apparent why 51% of males moonlight compared to only 21.9% of females.

Discussion

A state of crisis in education exists in Texas. More than a fourth of Texas teachers moonlight during the academic year. Nearly 40% of the respondents are seriously considering leaving the profession. The most common reason is financial. Males continue to have a particularly difficult time as their numbers drastically decrease.

The series of studies have revealed both good and bad news for the teachers, although the bad news seems to outweight the good. The good news is that salaries have increased by 40% since 1980. The bad news is that many teachers still moonlight and even more are considering leaving the teaching profession.

There appears to be no reason to revise the past prediction of a severe teacher shortage in the future. Unless society is

willing to pay the price tag for the kind of educational system it wants, increasing numbers of teachers will leave the profession or have their effectiveness blunted by the necessity to moonlight.

References

Henderson, D. L., Darby, C. E., & Maddux, C. E. (November, 1982). Moonlight, salary, and morale, TSTA Advocate. Vol. 2, No. 7, 8-9.

Maddux, C., Henderson, D., & Darby, C., A survey of Texas public school teachers. Texas Teacher Education Forum, 6 (1), 1981, 39-48.

Rosenfield, C., (February, 1979). Multiple jobholding holds steady in 1978. Monthly Labor Review, 59-61.

Figure 1. The questionnaire.

TEACHERS AND MOONLIGHTING

DIRECTIONS: Please circle or answer all items that apply to you. Add comments if you wish.

1. What is your age?.....Years_____
2. Sex.....Male Female
3. Marital Status.....Married Single Other
4. If married, does your spouse work?.....Yes No NA
5. What is your highest degree?.....BA MEd PhD
6. Are you the major bread winner in your household?.....Yes No Equal
7. Are you seriously considering leaving the teaching profession?.....Yes No

   If yes, why are you considering leaving?.....
8. In what type of district do you teach?.....Urban Suburban Rural
9. What grade level do you primarily teach?.....K-5 6-8 9-12
10. How many years have you taught in the public schools?.....Years_____
11. What is your current teaching salary per year?.....$_____
12. Do you have an extra job during the summer?.....Yes No
13. How much extra do you earn during the summer?.....$_____ None
14. Do you have an extra (moonlighting) job during the regular school year to supplement your teaching salary?.....Yes No

****

If your answer to Question #14 is yes, please answer the following questions.

****

15. Do you feel that the quality of your teaching would improve if you did not have a second job during the regular school year?.....Yes No
16. How much extra money do you earn during the regular school year?.....$_____
17. How many hours per week during the regular school year do you spend working at the moonlighting job?.....Hours_____
18. Would you quit the second job if your teaching salary would enable you to give up moonlighting during the school year?.....Yes No
19. How large a raise in your teaching salary would you have to get to enable you to give up moonlighting during the regular school year?....$_____
20. What is your extra job during the school year? (Please give a job title such as bookkeeper, sales clerk, rancher, etc.).....

Table 1. Survey of Texas public school teachers in selected years.

Teacher Characteristics		1980	1982	1984
Average Teacher Salary		$14,113	$17,351	$20,259
Average Age		38.6	39.2	41.2
Sex:	Male	19.9%	19.7%	14.8%
	Female	80.1%	80.3%	85.2%
Married		76.6%	74.9%	75.3%
Spouse Works		70.1%	69.6%	66.3%
Degree:	BA	63.9%	62.5%	55.4%
	MEd	35.7%	37.2%	44.0%
	PhD	0.3%	0.3%	0.6%
Major Breadwinner		39.9%	39.8%	39.5%
Type of Districts:	Urban	40.5%	43.3%	42.8%
	Suburban	32.6%	36.7%	38.9%
	Rural	26.8%	20.1%	18.4%
Grade Taught:	k-5	50.9%	49.8%	45.8%
	6-8	19.9%	19.7%	24.4%
	9-12	29.2%	30.4%	29.8%
Average Years Experience		11.8	12.1	13.7
Consider Leaving Teaching		38.4%	37.3%	39.8%
Extra Job in Summer		30.2%	36.4%	33.7%
Average Summer Earnings		$1252	$2076	$2205
Moonlight During School Year		22.0%	28.8%	26.2%
Avg. Hours Moonlighting Weekly		13.6	11.9	14.4
Avg. Moonlighting Earnings		$2799	$3189	$3615
Believes Moonlighting Detrimental		64.1%	68.5%	70.1%
Like to Quit Moonlighting		75.0%	75.0%	81.6%